

# **Operational Sustainability Policy**

## **1. Purpose & Scope**

This policy articulates Christian Super's commitment to conducting business with environmentally sustainable methods and practices, as well as environmental legislation and regulations. It also sets out the goals and aspirations of Christian Super in the continued implementation of environmentally sustainable practices.

The policy applies to all Christian Super's operations, but in particular its National Office, staff, trustees and travel.

## **2. Background**

Christian Super is an industry superannuation fund committed to integrity, professionalism and innovation. Christian Super strives to invest with best practice financial management, a Biblical principles and sound ethical practices, including financial, social and environmental sustainability.

The Fund maintains a large number of policies on a range of ethical issues. While these are primarily directed towards the Fund's ethical and sustainable investment strategies, the principles outlined in these papers are wide-reaching. It is expected that the Fund will operate according to the spirit of the ethical papers and will, where possible, implement best practice standards of sustainability in its own operations.

Christian Super views the world as God's creation given to human beings for their good use and pleasure. Contingent upon this gift was the principle of stewardship, under which all people have a responsibility to sustain the environment for present and future generations. Christian Super acknowledges that human activity can, and often does, inflict harm to the environment and proactive steps must be taken in order to avoid such harm or to repair past damage.

## **3. Target Outcomes**

The goal of Christian Super is to be a leader in innovation and practice toward a sustainable environment by:

- complying with all relevant environmental legislation, regulation and any other agreement and standard at local, national and international levels;
- determining the current environmental impact of the Fund;
- establishing and communicating meaningful environmental goals and objectives for the Fund to reduce the use natural resources and in order to minimize, and ideally prevent, adverse environmental impacts;
- implementing environmental sustainability principles, awareness and understanding into business practices, travel and communication; and
- developing methods for communicating environmental sustainability principles, awareness and understanding to the Fund's members.

Christian Super has identified and is in the process of implementing several policies and objectives for environmental sustainability. The Fund's current goals and targets are to:

- measure the Fund's actual carbon footprint since relocation and increases to staffing in order to set reduction targets for the future;
- obtain a carbon offset service provider in order to offset the Fund's carbon emissions;
- further develop the car pool program currently being trialled and extend it to all staff; and
- formalise the policy for electronic devices within the National Office and how to reduce their power consumption.

Christian Super is committed to environmental sustainability and will address further areas as they arise.

#### **4. Sustainability Committee**

The Fund has established a Sustainability Committee. This committee has responsibility for generating and implementing ideas to improve the sustainability of the Fund's operations, as well as monitoring sustainability measures.

The Sustainability Committee shall be comprised of the CEO and CIO. Additional staff members may be involved in the committee and all staff are encouraged to suggest ideas to the committee.

#### **5. Initiatives**

The following initiatives have been approved and are considered standard practice within Christian Super:

##### **Air Travel**

Staff should consider whether in-person meetings are required before undertaking air travel on behalf of the Fund. Where air travel occurs, all flights are offset using airline provider carbon offset programmes at the time of flight booking. This includes air travel for trustees and any advisers or consultants for whom Christian Super sponsors attendance.

##### **Office Recycling**

Recycling boxes are provided for all staff.

##### **Paper Reduction**

The following documents are all distributed by email:

- Board papers
- Committee papers
- Employer Newsletters

All relevant Member documentation and forms are available online. The Fund is currently investigating ways of reducing paper sent to members through email distribution of newsletters, annual reports and member statements.

##### **Car Pooling**

Where staff are coming from similar locations, car pooling will be encouraged. Practical ways of encouraging this are currently being investigated.

##### **Carbon Emissions & Offsets**

Following the National Office move, the Fund will commence monitoring of carbon emissions through electricity, company cars and any other method. Once measured, a programme for reducing emissions will be implemented, and carbon offsets purchased for the remaining emissions. The Fund is also considering a trial programme partnering with schools to plant trees and offset carbon emissions.

#### **6. Service Providers**

Where possible the Fund will encourage service providers to adopt similar or better standards than those outlined in this policy.